

✓ J. B. Chrono

## ADMINISTRATIVE INTERNAL USE ONLY

FBIS-1684/85

4 OCT 1985

MEMORANDUM FOR: Chief, Management Staff, DDS&amp;T

FROM:



Director, Foreign Broadcast Information Service

SUBJECT: Resignations at Key Grades

REFERENCE: Your Memo, dtd 10 Sept 85, Same Subject

1. Our study of losses since 1977 does not indicate a trend of increasing resignations. Losses in skill areas at lower grade levels are more significant than losses at upper grade levels. The attrition rate for GS-14s and above is normal for FBIS and in some cases represents a desirable action.

2. Foreign language capability is a key area for FBIS and losses there are critical. Regardless of grade, the loss of the only linguist in a language is significant. Those who leave go to other offices in the Agency to take advantage of opportunities to live and work overseas, or to apply their language skills to careers as analysts. The impact of such losses is a diminution in press coverage of particular areas until replacements can be found. The loss of critical language skills is and will remain a problem. This is especially true at the GS-12 and GS-13 level.

3. Solutions to retain key skills involve better career opportunities. Higher pay through the Language Use Award program helps, but is not enough. We are providing opportunities for our linguists (and analysts) to write and travel as much as possible. We have established three new overseas S&T monitoring units which will make it possible for more linguists to serve overseas with FBIS. Also, we now have several Senior Officer Program positions for those who are not suited to be managers, in three of our four groups.



Attachment:

List of "Losses" at GS-14 and above

ADMINISTRATIVE INTERNAL USE ONLY

ADMINISTRATIVE INTERNAL USE ONLY

SUBJECT: Resignations at Key Grades

STAT

DDS&T/FBIS/Admin/P&TB

(30ct85)

Distribution:

Orig - Addressee  
3 - DDS&T  
1 - JDC Corres.  
1 - D/FBIS Chrono  
1 - AS Chrono  
1 - P&TB Chrono  
1 - FBIS Registry

ADMINISTRATIVE INTERNAL USE ONLY

**Page Denied**